

MANKE KARL E  
Form 4  
February 20, 2008

**FORM 4**

**UNITED STATES SECURITIES AND EXCHANGE COMMISSION**  
**Washington, D.C. 20549**

Check this box  
if no longer  
subject to  
Section 16.  
Form 4 or  
Form 5  
obligations  
may continue.  
See Instruction  
1(b).

**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF  
SECURITIES**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934,  
Section 17(a) of the Public Utility Holding Company Act of 1935 or Section  
30(h) of the Investment Company Act of 1940

## OMB APPROVAL

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(Print or Type Responses)

1. Name and Address of Reporting Person \*  
MANKE KARL E

2. Issuer Name **and** Ticker or Trading  
Symbol  
HILB ROGAL & HOBBS CO  
[HRH]

5. Relationship of Reporting Person(s) to  
Issuer

(Check all applicable)

(Last) (First) (Middle)  
HILB ROGAL & HOBBS  
COMPANY, 4951 LAKE BROOK  
DRIVE, SUITE 500  
(Street)

3. Date of Earliest Transaction  
(Month/Day/Year)  
02/16/2008

\_\_\_\_ Director \_\_\_\_ 10% Owner  
\_\_\_\_X\_\_\_\_ Officer (give title \_\_\_\_ Other (specify  
below) below)  
Vice President

GLEN ALLEN, VA 23060

4. If Amendment, Date Original  
Filed(Month/Day/Year)

6. Individual or Joint/Group Filing(Check  
Applicable Line)  
\_\_\_\_X\_\_\_\_ Form filed by One Reporting Person  
\_\_\_\_ Form filed by More than One Reporting  
Person

(City) (State) (Zip)

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)	4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
Common Stock	02/16/2008		M	336 A \$ 0	5,356	D	
Common Stock	02/16/2008		M	336 A \$ 0	5,692	D	
Common Stock	02/16/2008		M	336 A \$ 0	6,028	D	
Common Stock					19,098.164	I	Deferred Plan, Held in Trust

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Common Stock	5.1106	I	Employee Stock Purchase Plan
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Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

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(9-02)

**Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned**  
(e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5)	6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Underlying Securities (Instr. 3 and 4)		8. Amount or Number of Shares
				Code	V (A) (D)	Date Exercisable	Expiration Date	Title		
Stock Options (Right to buy)	\$ 0					02/11/2010	02/11/2015	Common Stock		2,000
Stock Options (Right to buy)	\$ 0					02/16/2009	02/12/2014	Common Stock		2,000
Stock Options (Right to buy)	\$ 0					02/16/2008	02/16/2013	Common Stock		2,000
Stock Options (Right to buy)	\$ 32.54					02/11/2009	02/11/2015	Common Stock		4,000
Stock Options (Right to buy)	\$ 32.73					02/09/2005	02/09/2011	Common Stock		8,000

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Stock Options (Right to buy)	\$ 33.06				02/07/2006	02/07/2012	Common Stock	8,000
Stock Options (Right to buy)	\$ 37.25				02/10/2004	02/11/2010	Common Stock	8,000
Stock Options (Right to buy)	\$ 37.45				02/11/2003	02/11/2009	Common Stock	8,000
Stock Options (Right to buy)	\$ 39.35				02/16/2007	02/16/2013	Common Stock	8,000
Stock Options (Right to buy)	\$ 42.66				02/12/2008	02/12/2014	Common Stock	4,000
Stock Options (Right to buy)	\$ 0	02/16/2008	X	500	02/16/2008	02/09/2011	Common Stock	336
Stock Options (Right to buy)	\$ 0	02/16/2008	X	500	02/16/2008	02/07/2012	Common Stock	336
Stock Options (Right to buy)	\$ 0	02/16/2008	X	500	02/16/2008 <sup>(1)</sup>	02/11/2010	Common Stock	336

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
MANKE KARL E HILB ROGAL & HOBBS COMPANY 4951 LAKE BROOK DRIVE, SUITE 500 GLEN ALLEN, VA 23060			Vice President	

## Signatures

Walter L. Smith

02/20/2008

\_\_Signature of  
Reporting Person

Date

## Explanation of Responses:

- \* If the form is filed by more than one reporting person, *see* Instruction 4(b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).
- (1) Restricted Stock - vesting contingent on continued employment and achievement of specified goals. If necessary goals achieved, vests 25% for two years of employment after date of grant, and 25% per year of employment thereafter.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

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